

CONVOY DISPATCH

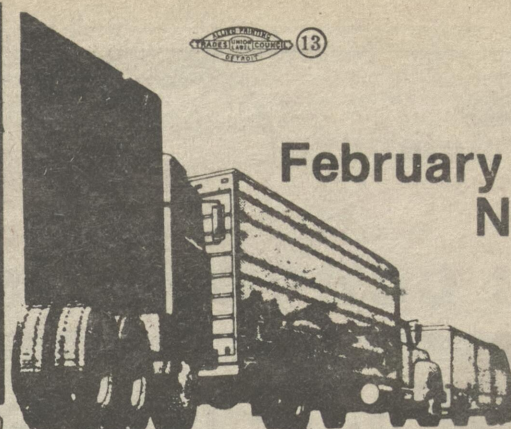
Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

Box 10128, Detroit, MI 48210

(313) 842-2600

February 1984
No. 41



Two Tier Contracts

License to Steal Jobs

Ryder Systems, a conglomerate operating many carhaul carriers, is spending hundreds of thousands of dollars to cut the pay of five workers in Detroit. In the same month, UPS in New York City has offered some employees \$42,000 to resign from their jobs. Are these giant Teamster employers going crazy?

Not at all. They are making good use of two tier contracts that were negotiated in 1982. The contracts provide that all new hire workers in some jobs will permanently be paid a sub-scale wage. These employers know what they are doing, and the trend is spreading. The *Wall Street Journal* recently headlined a major article "More Concerns Set Two Tier Pacts with Unions, Penalizing New Hires." Such pacts have also occurred in the aerospace, retail and airline industries.

Now for the bad news. Unlike most labor leaders, Teamster President Jackie Presser favors such deals. He signed the biggest one just five months ago, and only a major organizing effort by TDU and a solid rank and file vote beat the freight contract "Relief Rider" (which included two tier wages) by a margin of 94,000 to 13,000 votes.

The Case of Ryder Systems

The move by Ryder in Detroit shows how these deals threaten the jobs of all Teamsters. Ryder controls about 40% of all carhaul freight through their ownership of M&G, Commercial Carriers, Complete, Boutell, Janesville and other subsidiaries. In December Ryder started up a new subsidiary, American Rail Handling, to take over the loading of cars onto rail cars in Detroit. Five long time members of Local 299 had been doing the work at standard wage rates under the carhaul contract.

But Ryder hired new employees at drastically lower wages. They told the union that the most they would pay would be the \$9 an hour "bottom tier" rate for yard work.

Local 299's carhaul division said "NO WAY." A picket line went up at the rail loading facility under the law

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250 Teamsters from Local 705 attend Rally for Elected Stewards on February 12 in Chicago.

"Sleeping Giant" Awakes in Chicago Local 705

The "sleeping giant," the rank and file of Chicago Local 705, has been aroused and is voicing unity and determination in their fight for elected stewards in Chicago. On February 12, 250 Local 705 members gathered at a rally for elected stewards and spoke in one loud voice for their democratic rights.

The battle for elected stewards began last year when a bylaw amendment was introduced and defeated in a division of the house vote. Although the amendment lost, more than 200 supporters of the amendment stood up to be counted, despite intimidation from Louis Peick, Secretary-Treasurer Local 705, and his crew.

But the fight for democracy continued, and rank and filers have organized even greater support this time around. Recent discontent among UPS members, concessions in tank-haul, and the overall drop in representation throughout the local has fanned the fires of support for elected stewards.

"I don't like paying people for no representation," Matt Schreiner, UPS driver and TDU member said. "And I'm sick and tired of having our grievances laughed at. I'm angry and I know the great majority of the rank and file in Local 705 is too." His remarks were seconded by member after member who told of their own problems with the lack of representation and the need for stewards accountable to the rank and file.

Archie Cook, a driver from Scot Lad, angrily told the crowd that his barn had been denied any stewards for 7

years. He went on to say, "We finally got an appointed steward, but he's never filed a grievance. It's time we woke up and realized we are the union. We work together, it's time we started to get together."

Those in attendance were given an example of how elected stewards can make a difference. Guest speaker Vince Meredith, Chief Steward at Louisville, Ky. UPS spoke on the need for elected stewards and how they've built unity and strength at his center.

"We have the best working conditions of any center in the country. It's been a long time since anyone has received a harassing warning letter from the company. UPS knows that our stewards represent the people and the people back their stewards. There's absolutely nothing to take the place of elected stewards. Appointed stewards will never be effective because they're always looking over their shoulder, worried about what the BA will think.

Elected stewards only have to answer to you, the rank and file."

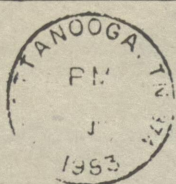
Gene Fort, Vice President of Local 371, heartily agreed. "There are two important advantages to elected stewards. Number one, they have the respect of their local officials, and more importantly, they have the respect of their employers, because the boss knows that the people are behind the stewards all the way."

The fight for democracy in Chicago wages on. Thousands of flyers have hit the streets, money is being collected to support the campaign, and members in nearly every barn and shop in Local 705 are spreading the word. Mike Belzer, 705 member and chairperson of the Chicago Area TDU said, "We need all who believe in democracy to register their vote on Thursday, March 15, at 7 pm for a better union." As their elected stewards campaign literature states, "Democracy is no longer a luxury—it's a necessity."

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from:
the members



to: convoy-dispatch

ESOPs: Smoke Screens for Wage Concessions

There is no other way to describe Employee Stock Ownership Plans than to call them what they are, "Smoke Screens for Wage Concessions." To quote Interstate management's E.S.O.P. Administrative Committee: "This is truly a wage reduction, you are not buying stock."

A fraction of over 85% of all Interstate employees have chosen to sign up for the E.S.O.P. All union members who joined did so believing that Interstate's financial distress was very real and that the E.S.O.P. was the last possible chance to preserve their jobs.

I believe that the majority of the I.S. employees who joined the E.S.O.P. now regret their decisions. These decisions were made in haste with little or no knowledge of corporate financial workings or employer-employee negotiations. We now realize that we gave away too much, too soon, for too little in return.

Where were our union representatives? Our Local 20 business agent

stated that he was instructed not to attend any meetings or influence anyone's decision. This position deprived union members of necessary information about their contractual rights and obligations. Now our business agent has filed a grievance on our behalf and has chastised a few individuals for joining the E.S.O.P. It's always nice to have this kind of representation and second guessing after the horse has been stolen.

To those of you who are faced with these decisions in the future, learn by our mistakes. Don't make any rash decisions because management says that time is crucial. Take your time, hold general discussions, and insist on your union representative's participation in all meetings. And by all means, consult an attorney or financial advisor who is familiar with E.S.O.P.s.

Be prepared, the E.S.O.P. smoke-screen is coming your way!

Dave Blesing
Local 20
Toledo, Ohio

Time to Dump Presser

More than anything else I think we have to get rid of Jackie Presser. To do this we are going to need the right to vote for all of our officers. Until then, keep up the great job that you are doing.

Lowell Geldien
Local 20
Elmore, Ohio

Royal Runaround at Plymouth Rock

It has been 4½ years since I have first written about Royal Freight, which is part of Plymouth Rock in Jersey City, N.J. After many requests by myself and other Plymouth Rock employees to the leaders of Local 282 to organize the men of Royal Freight, it seems that all efforts have been in vain. Our officials call organizing two of the ten to fifteen men at Royal "organizing." We don't.

It is obvious that Local 282 is letting Plymouth Rock do as they please. Why? Is this the kind of leadership that Local 282 members voted for and want? While brother members are out of work and walking the streets, Plymouth Rock, Royal Freight and Local 282 are having a ball at the expense of the employees and members. To quote our business agent's

famous words, "I got that freight business running like a clock." Yes John, I guess you do—like a cuckoo clock.

When are the employees of Plymouth Rock and all members of Local 282 going to stick together and make our leaders accountable and responsible for their actions?

Richard Van Romer
Local 282
Anderson, S.C.

Protect Your Future through TDU

Here is to all fellow Teamsters who are holding back from joining TDU. I paid union dues for 27 years and 9 months and ended up with a measly \$627.00 a month and no health and welfare benefits. Don't end up like I did at age 62 or 65 starving to death the rest of your life or going on welfare.

In my point of view I should draw my full pension until I die and then my wife should draw on it until she dies or remarries. So think about it, and get busy joining TDU.

Mr. and Mrs. Ronald Kohl
Local 710
Ontario, Cal.

CORRECTION

In the last issue, CD reported a union election in Las Vegas, Nevada. The local was mistakenly identified as Local 631. It should have read Las Vegas Local 996.

TDU: "My only sense of pride in being a Teamster"

I'm a Youngstown, Ohio Teamster and TDU member who would like to express how grateful I am that our TDU organization exists. Recently, my employers had to give me a backpay settlement for wrongfully giving me time off for the filing of grievances. The company also had to post an NLRB "Notice to Employees" at my workplace which explained employee rights in regards to becoming involved in union activities. My employers now know that it is a violation of the act if they take disciplinary action against any employee for becoming involved in union activity including the filing of grievances. Even more important, is

the fact that the employees know their rights. I feel that my employer will now be more careful in deciding which employee activities deserve disciplinary action.

Let me close by saying that my involvement with TDU has given me my only sense of pride in being a Teamster. It's nice to be a part of an organization that really cares about workers. I only hope that TDU really catches on here in Youngstown. God knows I'll do my best to spread the work and promote TDU.

Jim Westbrook
Local 377
Youngstown, Ohio

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1983 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allart, Local 208
Mike Belzer, Local 705
Pete Camarata, Local 299
Bilal Chaka, Local 692

Organizer:

Ken Paff, Local 407

Trustees:

Dominick Buscemi, Local 773
Mike Friedman, Local 407
Maralee Smith, Local 142

Jerry Bliss, Local 337

Cliff Coonley, Local 600
Jerry Gaimari, Local 404
Linda Gregg, Local 435
Charles Helton, Local 515
Kyle Ray, Local 413
Jim Wardell, Local 710

Alternates:

Emil Abate, Local 853
Brian Elliott, Local 966

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

MOVING?

Notify us of your new address or you will not receive your monthly **Convoy-Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

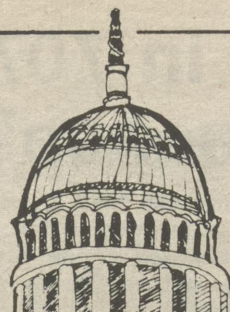
Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.

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NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612-2000 P St., NW
Washington, D.C. 20036
(202) 785-3707

NLRB Upholds Firing for “Blowing the Whistle”

In a stunning turnaround from NLRB rulings over a period of nine years, the Reagan-appointed majority on the Board recently ruled that an employer may fire employees who complain to OSHA, the DOT, or other safety-related agencies, unless two or more employees sign or join in the complaint.

The Board admitted it was ‘shocked’ by the company’s ‘immorality or even

“Nothing in this decision affects a driver’s right to refuse unsafe equipment under the New Truck Safety Act...”

illegality,’ but decided it would do nothing about it. The decision is headed now for the federal Court of Appeals.

In the new *Meyers Industries* case, non-union truck driver Ken Prill had an accident in Tennessee caused by unsteady steering and a brake failure on his rig. The company did not claim that he caused or could have prevented the accident. But afterward the company president ordered Prill to chain the tractor and trailer together and bring them back to Michigan.

Prill refused and instead had the rig inspected by Tennessee authorities. They promptly put the rig out of service. Prill was fired for ‘calling the cops’ on the company.

Another driver had one month previously, in Prill’s presence, refused to drive the same rig for the same reasons. But the NLRB ruled neverthe-

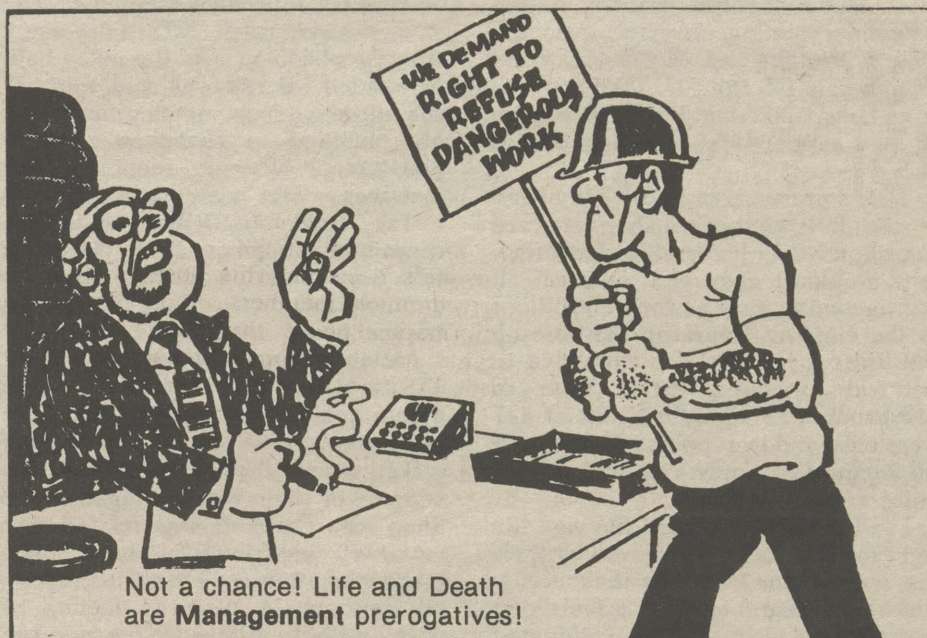
less that Prill acted as an individual rather than ‘in concert’ with others. The NLRB protects ‘concerted’ (not individual) activity.

Presently before the Supreme Court is another case, *NLRB v. City Disposal Systems*, in which the same issue will be decided at the highest court. The NLRB ruled in favor of the driver in that case. In the new decision, the NLRB claimed it was a different issue. Prill complained only about violations of laws rather than the contract, and therefore his activity was less protected, the NLRB reasoned. Prill’s employer is non-union, he has no contract. Thus a union driver doing the same act as Prill may well be still protected even with the new NLRB decision.

However, the NLRB is headed the wrong way, and it now seems possible they may present a weak case to the Supreme Court in the *City Disposal Systems* case.

Nothing in this decision affects a driver’s right to refuse unsafe equipment under the new Truck Safety Act (OSHA section 405) which TDU-PROD drafted and worked to get enacted into law a year ago. That stands independent of the NLRB. Prill, unfortunately, was fired before it went into effect.

Any driver confronted with an unsafe truck should immediately file a grievance, and if possible get other drivers or union personnel to examine the vehicle and join in the grievance. If punished for refusal to operate unsafe equipment, a driver should not only grieve it, but also file both an NLRB charge and a charge with OSHA under section 405.



Other Rulings Will Adversely Affect Workers’ Rights

In addition to the *Meyers Industries* case, the NLRB made three other decisions in January which will negatively affect workers’ rights if they survive on appeal.

In *Milwaukee Spring*, the NLRB dealt with a situation where work was moved from a union plant to the company’s non-union division. The work was transferred after the union refused to accept wage cuts. The union filed NLRB charges alleging the company changed the wage provision by withdrawing the work, without union consent. The Board reversed a decision and sided with the company.

The NLRB now says that a contract must have a clause clearly stating that the work will remain at the plant to gain this kind of protection.

In *United Technologies* the Board

refused to hear a case brought by an employee who was threatened with discipline for filing a grievance. The NLRB said it would consider it because the employee should have taken the matter through the grievance procedure.

In *Olin Corp.*, the worker used the grievance procedure and lost. He then went to the NLRB alleging violation of the labor law. The Board then deferred to the arbitrator, contending that the worker must prove that the arbitrator failed to decide the NLRB issue, or decided the issue ‘palpably wrong.’

Thus the NLRB is placing more stress on grievance procedures, becoming more reluctant to enforce the law of the land on employers. TDU attorneys are available to provide advice to members on this problem.

Legal Briefs

NLRB Reinstates TDuer with Full Back Pay.

Dick Hubbell, a TDuer from Local 65, in Ithaca, N.Y., has recently won a victory against the union busting tactics of his employer, University Sand & Gravel. The NLRB has ruled that Mr. Hubbell be reinstated with full back pay because the company fired him as part of their plan to go non-union.

According to the NLRB’s ruling, the company had a plan to eliminate union supporters and force the union to abandon its interest in the company, rather than face a decertification election. In testimony before the administrative judge, the company admitted they had a policy of terminating “strong union men” to weaken the union. The company decided that Dick Hubbell, who had been the steward for 7 years, was one of the “strong union men,” and the president of the company told management to fire Hubbell at the first opportunity.

NLRB Orders Local 337 to Stop the Threats and Violence.

An NLRB Administrative Law Judge has ordered Local 337 to “cease and desist from threatening members with lack of work and other reprisals . . . or with physical harm or from assaulting members.” This finding came after

three days of testimony in which Local 337 BA Bob Spencer denied all the charges under oath. The judge noted the inconsistency of Spencer and other witnesses supporting the local, and did not believe them. In the fall of 1982, Spencer threatened and assaulted a Pepsi worker, Mike Daisy. He also took copies of a shop newsletter from Daisy and burned them.

The judge’s decision will allow Local 337 members to take much more effective action to prevent further acts of violence and intimidation, which is the main way Local 337 officials respond to comments on their poor performance.

Presser Abandons Members—TDU Help Gets Results.

When Yellow Cab in Cleveland went from hiring its own drivers to leasing their cabs in 1977, Yellow Cab Drivers were left out in the cold. Help from the union was out—they were members of Jackie Presser’s infamous Local 507. But they turned to TDU, and now after 5 years of litigation a judge has ruled that the drivers are entitled to their pensions.

Ted Meckler, attorney for the drivers, told CD, “The Local basically walked away from the situation.” They did negotiate severance pay for drivers with over 10 years seniority, but only if the waived any future right to sue, and also gave up their pension! Only if you qualified for a pension as of December 31, 1978 would you get one. Drivers with over 20 years service completely lost their pension credits.

In his decision, the judge stated that it was illegal to require the drivers to sign away their pensions. The amount of money to be awarded is yet to be decided, but could be in the range of ½ million.

“Major Reforms in 707 Since TDU’s Presence”

“Major reforms have come about in Local 707 since TDU’s presence,” Ken Allen, steering committee member of the Hudson Valley TDU Chapter, said at a recent TDU meeting in Maybrook, N.Y. These changes are one reason why this meeting attracted over 150 Yellow Freight and McLean workers from Locals 445 and 707. TDU activists from Long Island and Elmira also came to lend support and tell what battles they’ve won.

TDU’s presence in Local 707 began in the fall when the shop steward informed I.B.T. leadership that members wouldn’t even vote on such an outrageous request as the Relief Rider to the NMFA. Following the vote on the Rider a petition was circulated to get local meetings held closer to Maybrook. 353 signatures out of 427 were collected in support of relocating the meetings from N.Y.C. which is 90 miles away.

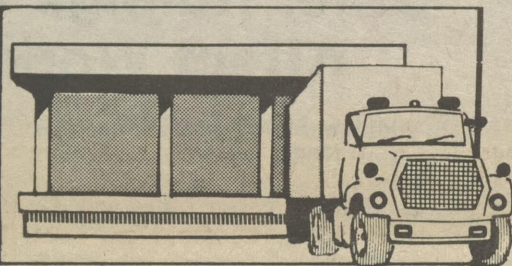
The Local 707 rank and file won the right to have doctors approved by their insurance plans closer to their areas. Before, workers had to travel long distances to visit doctors designated by health plans. In addition, the local has been accepting many more griev-

ances, and McLean road drivers just had their first meeting in five years. All this has caused a new sense of togetherness and confidence among Local 707 membership.

After BA John Joiner signed a list of 77 new work rules, McLean workers from Local 445 went to the union hall, demanded his removal, and won. At the upcoming local meeting, members are planning to introduce a bylaw amendment allowing them to elect stewards. “Our presence is going to be felt,” said John O’Brien, a steering committee member from McLeans who is now fighting against one of the unreasonable new work rules that has been imposed upon him.

Most encouraging about the recent TDU meeting was a discussion of the much needed solidarity within the labor movement. People spoke of picketing with the area meatcutters in support of their struggle against the Shop Rite chain. It was related that voluntary contributions have been taken in one company to aid unemployed brothers. A renewed feeling of unity in fighting injustice has spurred members on to make this one of the fastest growing TDU Chapters.

Freight Lines



1984 Comes to Roadway.

On December 29, 1983 Roadway Express in Toledo posted a notice on the bulletin board saying that the company reserves the right to inspect lunch pails, lockers, bags and other personal property items of its employees.

When stewards met with the company to get an explanation the assistant terminal manager explained that Roadway would, if necessary, search a whole shift at once and that the company would make the decisions on who to search and what type of search would be conducted.

Roadway dock workers in Toledo are worried that the company would use these searches to punish a shift for poor production or use it to harass individuals. Of course Roadway claims they don’t punish or harass their workers for low productivity. Even so, be careful, because the Big R may be watching.

Special Consideration for R.M. Sullivan.

R.M. Sullivan, a freight carrier in the New England area, has been given some special consideration lately by Local 404 in Springfield, Mass. The company was allowed to switch some drivers to a four day week with ten hour days and no time and a half after eight hours. The local has also stood by while Sullivan has switched more and more work to non-union owner operators. Sullivan workers are surely wondering where it will all end.

Carolina Buys Red Arrow.

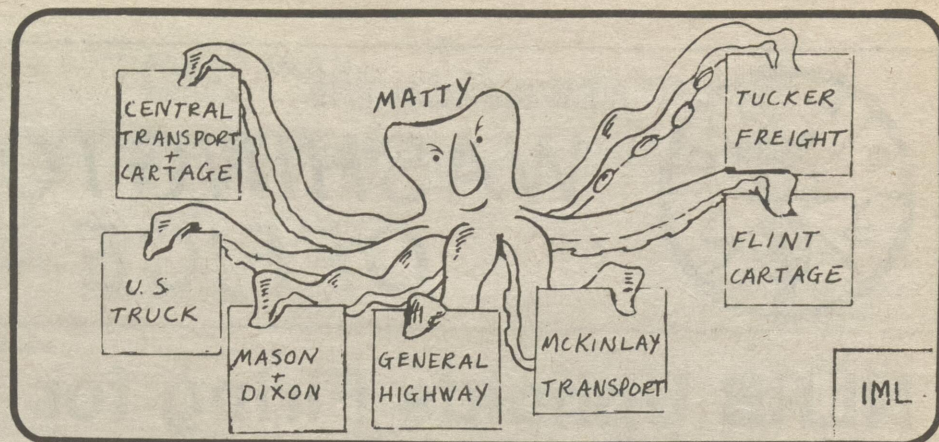
Carolina Freight has purchased Red Arrow Securities Corp., the parent company of Red Arrow Freight Lines which operates in Texas and Oklahoma. The price was \$14.8 million.

IML Tearing Up Contract Again.

IML’s employees, who have taken major concessions to help try to save their jobs, face another round in the battle. On February 13, IML went back to bankruptcy court to *again* get the contract rejected by the judge (and therefore open for renegotiation).

TDU obtained a copy of their proposed change of operations, which would eliminate the majority of the employees! (Active road drivers would go from about 406 to 150. All terminals east of Indianapolis would be closed, with employees put at the bottom of a list of another, unspecified carrier.)

The union has told IML to re-draft the change, but so far more rumors than facts have emerged.



Central’s Scab Moves

The scabbiest so-called union outfit in the trucking industry, Central Transport, operates its *Harrisburg Penn.* terminal *non-union*. This is a complete violation of the contract, and Local 776 officials are aware of it.

At the February union meeting members raised it from the floor, and the answer was “you tell us what to do.” Well here’s a hint: Article 2, Sec. 3 (b) clearly states all terminals are automatically brought under the contract. If Central uses the myth about “Central Cartage” being a separate company, then cite NLRB case *Central Cartage Inc. and Highway Drivers Local 710, 236 NLRB #163 (June 29, 1978)*, where the National Labor Relations Board found that Central Transport and Central Cartage were “a single integrated employer.” Surely our union can understand these facts.

Meanwhile in *St. Louis*, CT has

another shady deal. After CT acquired Superior Forwarding, they got rid of Local 600 Teamsters and went to a company-type union. Now the employees have been turned over to Teamster Local 50, out of Centralia, Ill.! Local 600 put up a picket line last year, but the Central Conference *ordered them to take it down*.

In *Lansing, Mich.*, CT does freight consolidation and switching services for GM plants. They’re using the two-company trick to threaten a loss of jobs unless Teamsters give up \$1 an hour. Members voted NO in February.

Also in Michigan, the CT-owned *US Truck* is reportedly out of bankruptcy now, but Teamsters are still paid far below union scale.

Quiz Question: How many high IBT officials can fit in one bed along with CT’s owner, Matty Maroun? Submit your answer.

—Stewards Corner-Please Post—

Stopping Discharges for “Stealing Time”

Several years ago in the Western Conference of Teamsters, trucking employers used the term “stealing time” to discipline or discharge employees. The employer would claim something like the driver stayed 8 minutes over lunch in the coffee shop, 7 minutes talking to someone, 4 minutes buying cigars, 6 minutes sitting in the truck, and therefore “stole” 25 minutes that day. The national master freight contract and many others allow immediate discharge for “theft.”

The Joint Western Area Committee (JWAC) ruled there was no such thing as stealing time, and ended this company tactic. Unfortunately, some other grievance panels have not taken this sensible and fair step.

As most stewards and unionists know, management will try to come up with a new trick to get the same results. So now instead of “stealing time” in the west employers started using “abuse of company time” and started doing the same thing. A few months ago Yellow Freight fired Doug Allan, TDU co-chair and Trustee of Local 208 in Los Angeles, for abuse of company time.

A grievance was automatically filed by Local 208, which is the practice of this local when any member is suspended or fired. (Many locals do

not automatically file a grievance, so members should make sure to file one over discipline.)

They informed George Rohrer, the union chairman for the JWAC, and he suggested the case come before the main committee of the JWAC, which generally makes precedent setting decisions and sets guidelines for other subcommittees. The union, and particularly George Rohrer, took the stand that “abuse of company time” is the same old song of “stealing time,” that rule infractions should be considered separately and not lumped together.

Doug Allan won his job back with full back pay. The next day a second Yellow employee came before the discharge committee, fired for abuse of time. He also won, with full back pay.

Yellow hasn’t given up. Shortly after this they suspended another driver for “abuse of company time,” and the state committee deadlocked the case in February. Hopefully, the next JWAC meeting in May will take a clear stand to end this tactic.

Teamsters in other areas, covered by other contracts, should note that this story is not only about the Western Conference. All our grievance panels should do as well in eliminating “stealing time” and “abuse of company time” from the vocabulary of management.

Yellow Terminal Manager Forced to Leave

Workers Win Battle at Fort Apache

by Doug Allan
TDU Co-Chair, Trustee Local 208

For over a year there has been a war going on between management and employees at Yellow's terminal in downtown Los Angeles. Recently, top management became aware of the situation and dubbed the terminal "Fort Apache."

It all started a little over a year ago when Yellow decided to hire a new terminal manager, one Paul Bopko

"It was clear that he was instigating a program of intimidation and harassment."

who had been with Roadway for over 20 years and was trained in their policy of harassment and intimidation.

Knowing Bopko's record, the stewards met with him and attempted to get some reasonable labor-manage-

ment working relations. The stewards were told that he was going to run the terminal his way, and that the employees and stewards were going to do what he said. He also told them that if he was wrong, he would suffer the consequences.

The stewards and employees for two or three months still attempted to work with Bopko, but it was clear that he was instigating a program of intimidation and harassment. The stewards and members met and it was decided that if it was a war that he wanted it was a war that he would get. It was also pointed out that when you go to war you must expect casualties.

Taking the Time to do the Job Right

Bopko's concern was not that the employees helped to take care of Yellow's customers, but that they do what he ordered. So the employees took the care to take the time to make out the manifest; spent a lot of time on the phone calling every two or three stops; didn't make regular pickups unless they were told to; made sure

each piece of freight was going to the right customer; and drove in a safe manner to make sure that the freight did not fall over in the truck.

Some people would call it a slow-down. We would make note here that some employees were mad enough to take violent action, but after talking it over it was decided that if we stuck together there would be no need for violence, and that it would certainly not convince top management that Bopko was wrong.

To let you know how bad it was, there is the example of the employee who for a period of five years had only one warning letter. In less than one year under Bopko, he received 25 warning letters, 5 suspensions and one discharge. He was later reinstated, but one other discharge was upheld. But then we realized that there would be some casualties.

Many employees lost time due to suspensions, and several have been off because of mental stress. But through it all the employees pretty much stuck together, and finally, on or about

January 25, Bob Bopko resigned from Yellow. (He suffered the "consequences.")

It has not been made clear whether Bopko was told to resign or if he did it on his own. Top management admitted that although the employees did some things wrong, their opinion was that Bopko was the cause of the problems at "Fort Apache." As this paper goes to press top management and employees, through their stewards, are trying to write up a "peace treaty." But the employees are firm that they are not going to be put on any "reservation."

The battle has been won, but the war will go on if necessary.

Pickets Sink Scab Outfits in St. Louis

Two St. Louis area non-union cartage companies went out of business in January, to the pleasure of many Local 600 members who for 18 long months picketed them.

One of the companies, McBride Trucking, refused to sign the NMFA in 1982, and began operating non-union. Local 600, backed by active members, took action on the problem. An officer of the local stated that "if it wasn't for those many members we couldn't have done a thing. They raised donations at lots of barns, and various barns turned out regular crews to picket. We had ambulatory pickets (following the trucks) as well."

Both McBride and Orscheln were acquired in 1983 by Gilbert Rochan who tried to keep both of the companies operating non-union. Now all of his equipment has been confiscated by creditors, even automobiles, and he is reportedly far behind on all his taxes. His employees are mad because they are owed some seven weeks in (scab) pay.

It all goes to show that with vigorous union action, going non-union isn't the great idea that it is cracked up to be.

Merger Puts Helms/Byrns Jobs on the Line

Ryder/PIE Says "No" to Seniority

I.U. International, the transportation and natural resources conglomerate, has proposed dumping over half the employees of their Helms/Byrns operation when they merge with their sister company Ryder-PIE Nationwide. And if they get their way, dump the seniority provisions of the NMFA with them.

Article 5 of the NMFA on Seniority Rights, clearly details that seniority shall be dovetailed. This union principle provides that a Teamster with 20 years seniority at company "A" stands equal to a Teamster with 20 years seniority at company "B." In an era of shaky job security, our union should stand squarely behind this principle.

The employer's proposed change of operations suggests that most Helms/Byrns employees be thrown out, with those who lose out subject to a six-month window period. After that they would lose all seniority rights except the possibility of a one-time new-hire job offer which could be at a foreign terminal with no moving expenses paid.

If the union buys this deal, it is likely that all major carriers in the future will basically discard the dovetail principle in mergers. It is also likely that the union will spend more time in court than the entire Provenzano family.

Management's rationale for this is that they want to apply a "follow the work" principle often used by a change of operations committee when a company shifts operations or domiciles. The number of workers allowed to transfer depends upon how much work is being transferred to a new location. Helms/Byrns has 60 terminals, 49 of them in common points with Ryder-PIE terminals.

Management claims that they will lose a lot of the Helms/Byrns business despite a strong sales campaign

involving both sales staffs. So, for example, in Cleveland, Ohio, where Helms has 19 city men, with 6 on layoff but working most of the time, Ryder-PIE wants to take only 5. Then for the next six months they will work the remaining Helms/Byrns Teamsters as extras below all the Ryder-PIE board, including laid-off people. For every 90 working days accumulated collectively while working casual like this, one more person will be dovetailed into the Ryder-PIE list. Those who don't make the cutoff are not considered Ryder-

"The employer's proposed change of operations suggests that most Helms/Byrns employees be thrown out..."

PIE employees and lose all rights except for the possibility of a new hire offer in the Central Conference area, with no moving expenses paid.

The situation is similar for road drivers. Of 223 road jobs lost, 79 are from Ryder-PIE. So the first 79 of the 144 jobs created are proposed for Ryder-PIE drivers, leaving 35 for 145 Helms/Byrns men, although a few more would probably make the cutoff in the six months.

The whole argument is based on a fallacy, that the employees of the larger of the two carriers being merged get priority. This is a violation of the seniority clause that Teamsters long ago fought for, in building a union principle based on solidarity, unity, and, on security.

The showdown comes quickly, at the multi-conference change of operations committee hearing scheduled for February 28-29 in Chicago. The union representatives on the panel have

complete veto power over this proposal. Undoubtedly many local unions will call for dovetailing. Cleveland Local 407 has stated they will. On the other hand, Canton Ohio Local 92 president Bob Cassidy, who heads the Ohio Conference grievance panel, has said he sees nothing wrong with the employers' plan, except that he will ask for tonnage figures so that a few more employees are protected!

A lot is on the line in Chicago. Recently carriers have been allowed to chip away at seniority rights. McLean made a similar proposal in last year's McLean-Delta deal, but it was modified at the Change of Operations hearing. Now Ryder/PIE is going further. Many Teamsters feel the time is right to take a stand to save our seniority rights.

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TDU is for Teamsters

— Cannery and Food Production —



Photo by Bob Gumpert

Antonia Garcia
President, United Cannery Workers Committee
Local 857, Sacramento

As cannery workers we have a number of special problems that confront us. Some major problems are the disrespect for the equality of languages, sexual discrimination, intense lack of democracy in our locals, and plant closures. The majority of cannery workers in California are minorities. Tens of thousands of these workers speak only Spanish or Chinese. This majority is denied company and union information in their own languages.

Along with language discrimination, sex discrimination is very high in the canneries. With a work force of about 70% women, it stands out like a sore thumb. The majority of women have the lowest paying and hardest jobs. Few women get the advanced or skilled high-paying jobs.

For all these reasons, the United Cannery Workers Committee is working with TDU to build the rank and file movement in the Teamsters Union. As we say in the canneries, *La Unidad Hade la Suerca*, United We are Strong.

— Warehousing —

Emil Abate
Montgomery Ward
Local 853, Oakland

I am a steward at a Montgomery Ward warehouse represented by Local 853 in Oakland, California. Among the problems we face are below average wages and health and welfare, plus protection from part-timers, company side-stepping of job classification standards, unfair attendance policy, and a lack of aggressive union representation.

An active rank and file in one location such as ours has limited influence on negotiations which take place in Chicago. We do not know, for example, what the problems are at the Cincinnati or Kansas City warehouses.

Among drivers TDU has built rank and file networks that influence the national negotiations. This is what we need at Ward and TDU is in a position to help out because it is a national rank and file organization. Unlike drivers however, warehouse workers from different locations do not run across one another in the course of their work.

As a member of TDU for seven years I've learned much about shop floor organizing, grievance handling, effective stewarding, and other aspects of contract enforcement. I have also learned to appreciate how much time and energy it is going to require to make our union reach its full potential.

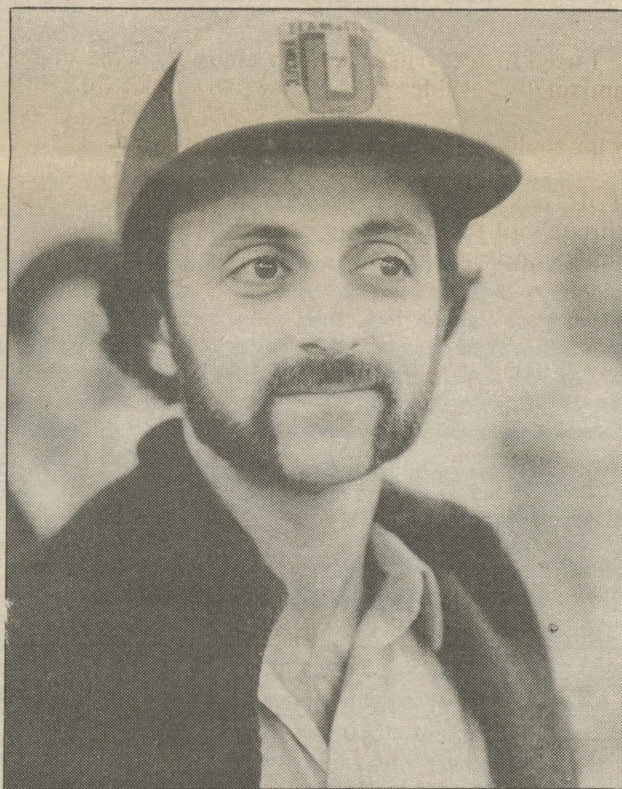


Photo by Bob Gumpert

Overcoming the Crisis

Today Teamsters in every jurisdiction and job classification are facing serious problems. Working conditions are at a standstill or getting worse. Thousands and thousands of Teamsters are upset about the lack of representation while certain high officials get rich off our dues money. Many Teamsters are wondering if there will be a union at their barn, shop or office in the next few years.

TDU is for All Teamsters

Trucking industry Teamsters are not the only members concerned about the future of our union. If you work in construction, warehousing, dairy, manufacturing or any other field covered by a Teamster agreement, you'll find brother and sister Teamsters who are concerned. You will also find the people who have decided to fight to turn the union around. They're members of TDU and proud of it.

From dairies in Ohio to canneries in California, TDU members are organizing for better contracts. TDU members are fighting to get the right to vote on all officers from stewards on up to the International President. They are fighting for safe working conditions in shops, on the dock and on the road. They are fighting the employers' drive for more work out of fewer people and working for an end to unfair production standards. They are working to make the grievance procedure work for *all* members and using TDU's nationwide network of attorney's to protect

— Pharmaceuticals —

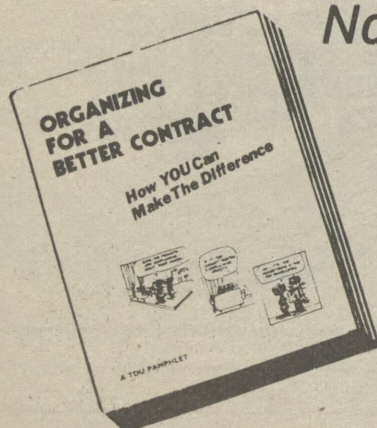
Toni Pass
National Wholesale Drugs
Local 337, Detroit

I feel that now is the time for all the business agents in our local to be getting together with all of the stewards and members of the negotiating committees from all the drug companies. They should be making contract comparisons and planning strategy for negotiating the next three year contract.

But knowing our own present BAs as I do, I know they will wait until the very last minute before calling a *token* meeting. This type of behavior has caused disinterest by the membership. We should be joining forces with TDU, working together and taking the better ideas from both sides. Now is the time to work in a united effort to negotiate better contracts for all Teamster members.

I have heard many accusations about TDU, but since becoming involved I find all of these to be false. By opening my eyes and looking around I find that those who are quick to accuse me are the ones who are guilty.

Photo by Bob Gumpert



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(TDU membership is kept confidential)

sters in All Crafts

Crisis in Our Union

their legal rights. And in local after local TDU members are working to pass democratic bylaws or running reform candidates for union office.

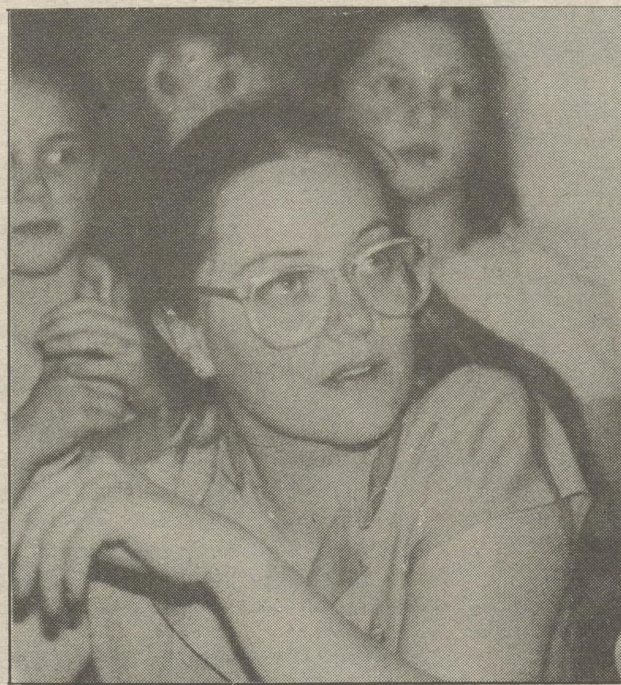
We've been able to accomplish a lot in our fight for a stronger, more democratic union, but there is still a long way to go. The crisis in our union affects all Teamsters. When the national contracts are weakened, the bargaining position of locals is weakened when going after contracts in smaller shops. On the same hand, substandard contracts at other jurisdictions in a local drag down the strength of the whole local. It will take the combined efforts of Teamsters in every jurisdiction to reach our goals.

Unity is the Key

This is a crucial time for our union. The employers are getting tougher, while the union is getting weaker. If you care, isn't it about time you got involved? This is what TDU is all about—getting involved and making it count. That's the best kind of unionism. That's TDU.

If you agree with us, if you have a gripe about what your employer is getting away with, if you feel that you really ought to be getting better representation from the local or international union, then join with us. *You can make a difference!* TDU is not just for truckers, but for all Teamsters. We either hang tough together with all our brothers and sisters, or we hang alone. The choice is yours.

— Health Care —



Laurie Tanenbaum
Hospital Worker
Local 743, Chicago

I'm a hospital worker in the largest Teamster local in the country. The membership of 743 includes all types of workers: department store sales people, food service, housekeepers, nursing aides, licensed practical nurses, clerical help, dock workers—and truckers.

I joined TDU after serving as a union steward for 5 years in the hospital and feeling ineffective. There was no leadership offered, and no regular meetings of stewards to discuss grievances and common issues. There were no membership meetings for hospital workers, no educational programs, and no attempts to organize.

I grew up believing that unions must be the champions and heroes of working people. I grew up on picket lines and understand that blood was spilled for what we have today—excuse me, I mean for what we had one or two years ago before the push for concessions began. My family taught me that it really is one for all and all for one—or we all fall. So that's why I joined TDU.

— Bus Drivers —

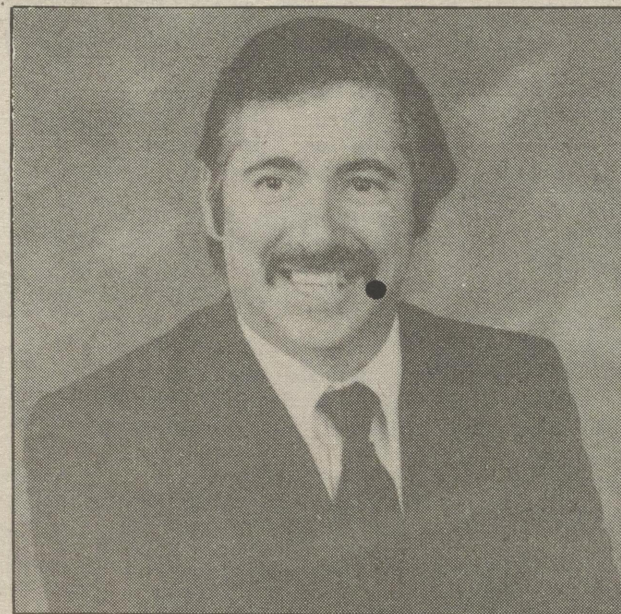
Maralee Smith
Van Driver, Tri-State Coach Lines
Local 142, Gary, Indiana

I used to feel frustrated and angry with the union and totally bewildered as to how to go about changing it in a positive way. I thought I was the only person who could see that changes were needed. Then I heard about TDU. I read their literature and I talked to TDU members. I realized that there are people throughout this union who are tired of having their intelligence insulted.

I joined TDU knowing that I had become a member of an organization truly dedicated to making our union work for all the members, in every jurisdiction, and not simply working for the few in power. I'm proud of my TDU membership and I'm proud to be part of a movement which is forcing our union officials to sit up and take notice. TDU is a vital force within our union. We're fighting poor contracts, unsafe working conditions, and poor leadership. Most important, we're winning.

TDU is important in my life and in the lives of thousands of others who feel they should have a voice in their union. Don't you feel left out?

— Manufacturing —



Abe Ferreira
Dresser Industries
Local 145, Bridgeport, Conn.

Here at Dresser Industries we have seen the company pull every trick in the book. The company pretty much has a free hand, and one of our biggest problems is that our stewards are appointed and not elected.

The problems we have, unfortunately are probably shared by many Teamsters. Productivity pressure, bad contracts, and local officials who are looking out for themselves more than the members.

During the last election we ran a slate against the incumbents and that's when I learned of TDU. When I read the *Convoy Dispatch* newspaper, I learned that there was a group that was doing something about the problems in our union.

Here in Bridgeport we are working to amend the local's bylaws to get elected stewards, a big step in opening up our local and making a new day for all members of Local 145.



Photo by Bob Gumpert

Local Union # _____

State/Prov. _____ Zip _____

Company _____

☐ Dock ☐ Clerical ☐ Warehouse ☐
☐ Production ☐ Other _____

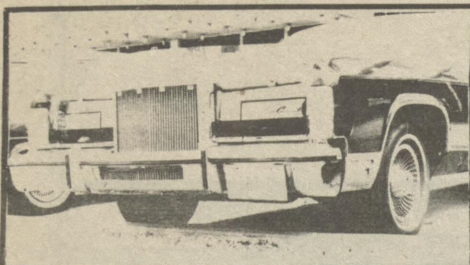
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YOUR DUES PAY FOR THIS?

International VP Indicted for Payoffs.

Maurice Schurr, 13th International Vice President of the Teamsters Union and President of Philadelphia Local 929, was indicted by a federal grand jury on February 7th for taking payoffs from grocery industry employers in return for labor peace. Four other present and past officials of Local 929 were indicted with Schurr.

Schurr allegedly took about \$13,500 from representatives of Valley Fish Co. in Philadelphia. The indictment claims that the company paid about \$55,500 to the union officials during a five year period.

The indictment came one day before a federal judge in New Jersey ruled that the Provenzano family, including International VP Salvatore Provenzano, were operating Teamster Local 560 as a racket. (see article, page 12) It was a bad week for Teamster vice presidents.

Cody Goes to Jail.

John Cody, President of New York Local 282, went to jail on January 21. Cody was convicted of labor racketeering, and sentenced to 5 years in the Danbury, Conn. prison. Local 282 TDU member Larry Kudla said "I would like to see the membership take a more active interest in the local and not let this happen again. Union leaders of that caliber only hurt organized labor."

Cody used Richard Leebove of the 'US Labor Party' and current spokesman for 'Blast' (Presser's goon squad) in his elections. It is not known if Cody will be 'Blast-ing' while in the pen.

Feds Raid Local 771.

On January 30th, federal agents raided Lancaster Local 771 taking receipts, records and typewriters as part of an on-going grand jury investigation. Organized Crime Strike Force agents in Philadelphia would not detail what is involved, but the grand jury is investigating possible embezzlement, tampering with witnesses, mail fraud and soliciting witnesses to commit perjury.

The president and vice president of the local resigned a year ago over policy differences, and later testified before the grand jury. Secretary-Treasurer Lee Via stated that "it feels that we are being harassed" and "the timing is suspicious." A letter from the officers links the investigation to various people and events, including TDU members and former officers who resigned, and to the recent election.

The investigation has attracted the interest of Teamsters outside of Local 771 because of 771 Secretary-Treasurer Lee Via's position as the chief negotiator of the Central Penn. Freight Supplement, which is widely considered the worst NMFA supplement in the nation.

Reluctant end to 10-week strike

Toledo Local Bails Out, Vroman Strike Ends

On January 12, striking employees of Vroman Foods Inc. and Toledo Frigid Lines voted reluctantly to return to work and end their bitter ten week strike. The members of Teamsters Local 361 in Toledo, Ohio, won widespread support from the Toledo labor movement and women's organizations, yet lost the total support of their own local and Joint Council.

The strike was provoked by the company's drastic concession demands and outright union busting tactics. The agreement includes a \$2.91 pay cut for Class B employees, who are all women, and a \$1.41 pay cut for Class A employees, who at the time of the ratification were exclusively male. New hires will not be required to join the union and truck drivers at Toledo Frigid Lines, a Vroman subsidiary, will lose seniority rights for dispatching of runs and take a 20% wage reduction.

When Vroman announced that they would begin to permanently replace striking employees, Local 361 began urging the membership to accept the company's terms. With the local union bailing out, the strikers felt that they

had to choose between a horrible contract or no job at all. On January 12 they voted by a 48-41 margin to return to work.

The obvious question is, "What went wrong?"

The company organized a vicious attack which Local 361 was totally

"We may feel imprisoned, but we know now how to fight for our rights. Our goal now is to straighten out our local union and get it working for the membership."

unprepared to meet. Teamster officials feared that a successful strike waged by an organized rank and file would point out the weaknesses of their traditional dealings with employers. Harold Leu, head of Joint Council 44 and president of Teamsters Local 20, told the strikers that, "There is nothing more we can do, after all this isn't the thirties." He went on to

attack the strike committee and solidarity actions by saying, "This is what all your outside help has gotten you." Never once did Local 20 organize help for the pickets. Never once did Harold Leu make a public statement in support of the strikers.

In a statement sent to *Convoy Dispatch* the strike committee updated us on recent developments. The statement reads:

"After we reluctantly returned to work we were called in for a conference with the company president and plant manager. We were informed that the extra security would remain at the plant because of our involvement with 'outside organizations,' that is TDU.

"Now the company has 8 cameras, all pointing at the inside workers. Two new screens were installed in the president's and vice president's offices so that they could monitor the workers. We feel like prisoners.

"Working conditions are terrible. They've turned up the machines and have completely disregarded seniority rights. Some women have been allowed into the Class A positions, but are still being paid the lower wages. We wonder how much money all this extra

security is costing the company. After all, they claimed they couldn't give us a raise.

"Our union, as before, is not standing up and fighting for us. They dragged their feet all through the strike and are still dragging behind. Sexual discrimination charges have been filed, once again through our own efforts, and we're optimistic about the outcome of these.

"We feel we were able to accomplish a lot through our strike. Everything we were able to accomplish came through our own perseverance and the help of other so-called 'outside organizations' like TDU, the Coalition of Trade Union Women, the National Organization of Women and several local unions. At this time we would like to thank TDU, Mike Ferner and the Toledo Solidarity Committee, and all our brothers and sisters who helped us get started and gave us the opportunity to give the company one hell of a battle. We may have lost our money. We may feel imprisoned, but we know now how to fight for our rights. Our goal now is to straighten out our local union and get it working for the membership."

Presser Demands Resignation from V.P. Anderson, Fails

At a Board meeting in early February Teamster President Jackie Presser escalated his battle within the IBT hierarchy by openly demanding the resignation of M.E. (Andy) Anderson, Director of the Western Conference of Teamsters and 10th International Vice President. Anderson refused and the situation is stalemated, with Presser determined to strip him of his power as soon as possible.

The battle has been kept quiet from the membership, but has raged for

some time. Presser has called upon several officers in the West to build a case against Anderson. Some local officers who consider Anderson a do-nothing have indicated that they would welcome the change, while others resent the interference of Presser and fear that changes would not be for the better.

Anderson did not support Presser when he was appointed by the Board to the presidency last April. He was one of a sizable group who opposed him and sought to find an alternative.

TDU MEETINGS

BC/Yukon Area TDU

Thursday, March 1—7:30 pm
Rio Hall, 3325 Kingsway
Vancouver

Buffalo Area TDU

Sunday, March 4—10:00 am
N. Buffalo Community Center
203 Sanders Road (off Calvin Blvd.)

Charleston Area TDU

Sunday, February 12—2:00 pm
Ramada Inn, South Charleston

Local 710 UPS

Saturday, February 18—1:00 pm
Elks Hall, 1007 Main St.
Quincy, Ill.

Sacramento Area TDU

Saturday, February 25—9:00 am
Torey's Restaurant, 1638 W. Capitol Ave.
W. Sacramento, Cal.

Seattle Area TDU

Saturday, March 10—10:00 am
Nisei Veterans Hall
1212 South King St.
Seattle (for info. call; 226-6127)

St. Louis Local 600 TDU

Third Sunday of the month
(following Local 600 union meetings)
Amvets Post 88, 8449 N. Broadway

Twin Tiers TDU

Saturday, March 3—5:00 pm
Horseheads American Legion Hall
Horseheads, N.Y.

Watsonville Area TDU

Saturday, February 2—noon
International Senior's Center
E. Beach Street, Watsonville

West Coast TDU Conference

June 2 & 3
University of California, Berkeley

UPS Supervisor Killed in Conveyor Accident

It has finally happened. On Wednesday, February 8, James E. Fox was killed at a United Parcel Service hub in Charlotte, N.C. According to the police report and the *Charlotte Observer*, Fox, a supervisor, was attempting to unclog a jam at the end of a belt "when the machine caught his hand and dragged him into the belt. . . Fox was trapped at the end roller of the belt and crushed."

A co-worker switched off the belt when he heard the cries for help, but it was too late.

This accident is a grim reminder of the poor state of working conditions at UPS. The potential exists for this very same accident to happen hundreds of times over across the country.

Day after day in hub after hub, hourly employees, as well as supervisors, are essentially forced to climb chutes and get on conveyor belts to break jams. The written rule is to shut

off the belt, and never climb on a moving belt. But as most inside employees are aware this is not the practice that is expected from UPS management.

"This is the most extreme example of UPS' total disregard for the safety and welfare of its employees," a Charlotte inside worker told CD. "Nothing gets in the way of more production. When the belt jams, you get on the belt."

TDU is interested in hearing from all UPS Teamsters about the extreme safety problems that exist in hubs around the country, especially about jams on the belts. If you have information, please call or write the TDU office today.

Most important, the next injury could be you. Before it happens, file a grievance or contact OSHA about safety violations.

"I'll Be Ready!"

"Our contract is on the downhill side of the halfway mark, and I still get sick when I think of the wage freeze we took last time.

A three year slide is just a bit too much. I've talked to fellow UPSers who I've known for years that never really considered going on strike, but now they're telling their wives to save money.

There are two things we cannot do: #1) We can't wait until contract time to save for a possible strike, and #2) We can't wait until contract time to attend our local union meetings."



Jerry Simon, Steward
Local 20, Sandusky, Ohio

UPS Offering \$42,000 for N.Y. Fulltime Inside Jobs

If UPS management gets its way, all fulltime, inside jobs at the Maspeth, New York hub will disappear.

UPS has even put a price on the head of every fulltime worker: \$42,000 per worker eliminated!

When Maspeth (which is in New York City) management first announced that the inside jobs would go, a grievance was filed on a clause in the contract which gives workers dovetailing rights into two other hubs. Despite the contract language, the company maintained they didn't have the right, and an arbitrator actually ruled in their favor.

The Maspeth workers are fighting this decision in court. They have retained the legal counsel of Barbara Deinhardt and Jim Kestell, who have been very helpful to TDUs and other Teamsters in Connecticut and New York. With over 100 Maspeth rank and file in the courtroom, they recently won the first step in the case. UPS tried to argue that the case should be dropped, but the judge disagreed, and ruled that it will indeed go to trial.

In the meantime UPS is approaching employees with an offer of \$42,000 to quit. The program started the first

week of January, and the company stated they wanted the number of inside employees down to 100 by September of 1984.

At last count at least 57 workers had accepted the bounty to give up their jobs. Simple math puts the amount paid to 57 employees by UPS at \$2.4 million. If all the Maspeth fulltimers sold their livelihoods in this scheme it would add up to almost \$14 million!

The union side is far from giving up their jobs. A group grievance has been filed regarding diversion of work and threatening workers with layoff if they don't accept the bounty. And Local 804 is well known as a union that doesn't give up without a fight.

This is a perfect illustration of how much UPS cares about elimination of fulltime jobs. Unfortunately, our International Union has shown no such determination on our side—in favor of job security.

The provision for \$8 and \$9 part-timers in the last contract gave UPS the biggest green light yet.

The Maspeth workers are taking the fight for job security seriously, and should set an example for all UPS Teamsters.

The Story of the Three Little Pigs and the Big Bad UPS Wolf

Everyone knows the story of the three little pigs. In the story there were three pigs and each built a different kind of house. Then the wolf came along and blew down the house made out of straw, and then the one that was made of sticks. But one of the pigs had made a house of brick, and the wolf couldn't blow it down.

It seems like this is the way it goes every UPS contract. All the UPS rank and file waits anxiously while Presser and the International Negotiating Committee build a house to protect them from the UPS wolves. Except in this case all the little pigs of the negotiating committee only build houses made of straw and sticks. This happens because they don't have to live in the houses. They have their own houses, big salaries and pension plans for protection.

Meanwhile, the UPS wolves have gotten together (they run in packs) and with all their might blown the straw

and stick house down.

But the UPS workers get tired of seeing their houses blown down so they decide to do things differently during the 1985 contract. They decide to build their own house.

First thing they did was start to save money in case they had to take time off work to make sure the house was built right. Then they got the news to all the other UPS people. They also started to let the little pigs at the top know that there would be a lot of people knocking at *their door* if they didn't help build some decent houses!

When the contract came around the wolves huffed and puffed until they were blue in the face, but it didn't do them any good. Because the UPS Teamsters were organized, they had made the best houses in the world, even better than bricks. Don't wait until June 1985 to make this happy ending come true.

Hang UPS

News of UPS Workers

Up, Up, and Away.

UPS's profits continue to rise. Third quarter reports filed with the Securities and Exchange Commission show an increase of \$94 million for the first nine months of 1983 over the first nine months of 1982. Copies of the most recent SEC report are available from the TDU office for \$1.00 postage and copying.

70 lb. Weight Limit Grievance Turned Down.

In November a grievance asking that the 70 lb weight limit be rescinded, or that hourly wages be readjusted for the extra work, was deadlocked at the Iowa State Panel. The grievance didn't fare as well at the Central States J.A.C. That committee turned down the grievance, stating that there is nothing in the contract about weight limits, and that the new limit could not be considered a new operation. Once again, it's clear that the International has set out to redefine the work "negotiate" so that it means "UPS leads and we follow."

Split UPS Contract?

Jackie Presser favors splitting the UPS contract, giving a separate Next Day Air (NDA) contract or rider to allow such things as split-shifts for drivers, or even part-time drivers, TDU has learned from inside sources. Watch for them to try this in the next contract. Remember, they will say it will only affect "a few people". . . the way most things start out.

"Free Hand" on Next Day Air in Northern California.

"On next day air in Northern California, UPS has a free hand, they can do anything they want." This is the way that one shop steward from Oakland describes the agreement which was made in Northern California at the time of the last contract. This agreement was supposed to have been reviewed at the end of the first year, but as of now, everything is still wide open.

The shuttle drivers working on next day air are a good example. This is a part-time job which only recently got a three hour guarantee, sick leave, vacation, and health welfare. In Contra Costa County, a shuttle run to the Oakland airport was posted. The job was bid by a package car driver of twelve years seniority, but to take it he had to drop to the bottom of the part-time seniority list.

Many package car drivers fear that when the next contract comes around this informal arrangement will simply be allowed to become the national standard. As a center manager in Redding recently said to workers, "You guys can complain all you want, but as of the next contract, all of the next day air operation will be handled by part-timers."

Action on Diversion of Work

Signal Grievance Deadlocked

Deadlocked Grievance on Jobs. Grievances from Signal drivers regarding diversion of work to team operations, in violation of the contract, were deadlocked at the JAC in Chicago in December. Now the national panel in Washington has reportedly, in February, referred the matter to a two man (company and union) committee to settle it. Grievances came from Evansville, Indiana; St. Joe, Michigan; and Clyde, Findlay, and Marion, Ohio, all in the factory division. There should be some word soon on this all-important matter.

Ft. Smith, Arkansas reports that on February 10 a similar grievance was won at the panel in Muskogee, Ok. Very good news! Also, management has apparently given up efforts to force through a cut-rate contract in Ft. Smith, on loads to Chicago. The members and the union told them "no thanks." Management had wasted plenty of time and money trying to push it. Final good news from Ft. Smith: brother Taylor won a back-pay grievance for over \$4,000.

Philadelphia. Signal Teamsters working at the Sears Terminal Freight operation met in early February, to fight to protect their jobs after the company recently split the board. The battle goes on... thanks to good concerned members. No thanks go to Philly Local 107 officers, who used goon squad tactics at an earlier TDU

meeting in January.

From *Columbus* and several other areas, we hear of strong interest in a united stand in negotiating the next contract. It's not too early to start pre-

Watsonville "Mad Dog" Muzzled by Unity

by Jose Lopez
Local 912
Watsonville, Cal.

Once again, the workers at Watsonville Canning have learned that when we are united we are powerful enough to demand our rights, gain self respect, and win respect from others.

Several months ago, Sergio Serra, was hired as the head of Industrial Safety at Watsonville Canning. Serra's moves against the workers were well known. First, he tried to scare us so that we wouldn't ask for our rights after industrial accidents, and tried to get us to sign forms to say the accident was our own fault; second, he made many passes at women asking them to go to bed with him and promising them better jobs if they did; third, he threatened to fire people who didn't follow his orders.

In short he was a "Mad dog," capable of biting anyone without warning.

But in unity there is strength, and our unity has succeeded in muzzling

paring. A major goal of TDU members at Signal is to build strong enough rank and file unity to make a difference. Could like a good idea? Then join us.

this mad dog. We got together, went to the Local 912 union meeting in Watsonville and complained. The union officials sided with us and conducted an investigation of Serra.

One woman had the courage to accuse him of mistreating her to his face. He denied everything, of course, but the investigation by the union officials and the complaints of the workers succeeded in putting a lid on Serra. Now he sits in his office, filling out his forms, afraid of trying to harass anyone.

We learned this lesson before in the Juan Parra case. Remember when brother Juan hit his racist foreman with a broom after the foreman pushed him around all day long? Juan was fired immediately and the foreman continued working. But a large group of workers got together and through a massive petition drive demanded that the foreman be fired also. What happened? *The foreman was fired.*

In both these cases the message is clear: *In Unity There is Strength.*

No Fun and Games at W. Va. Pepsi

Remember how much fun it used to be at the amusement park when you were a kid? Ferris wheels, cotton candy, and vendors barking at you from behind their booths, trying to get you to take a crack at their games of chance. One game involved throwing a dart at balloons, and about one balloon in a hundred had the name of a prize

inside of it. If you were lucky enough to hit that balloon, you won the prize.

Pepsi management in Nitro, West Virginia has taken the idea behind that game and turned it to its own ends. Pepsi drivers who meet their quotas are allowed to pop a balloon with the possibility of winning a small prize. The drivers are reminded of that game

in the amusement park, and get the chance to win something. Pepsi gets increased productivity from the drivers and can treat them like kids to boot.

A particular Pepsi supervisor decided to go one step further and take the fun out of the game altogether. When driver Larry Cavender didn't fill out Pepsi's paperwork before popping his balloon, he was fired!

The supervisor claims that Cavender was fired for "refusing a direct order," in other words, he didn't fill out his paperwork prior to balloon-popping. Cavender thinks that there's a little bit more to the story than this obvious excuse. He has been filling in for the steward and Pepsi has been harassing him ever since he took over the job. By jumping at the balloon-popping excuse, Pepsi made itself look lower than the cheapest two-bit carny operator in town.

Pepsi must realize how stupid it looks because management has already offered to take Cavender back if he will sign an agreement stating he will "work harmoniously" with the company. Leave it to management to put the burden on the victim. Cavender turned down this offer, and is optimistic that he will win his job back at his arbitration hearing.

Maybe it's the company that should sign an agreement. Maybe Pepsi should agree to have all its supervisors take lessons from an eight-year old on how to play games without cheating.

Local 670 Members Stand Behind Stewards

For over a year now the stewards and members that make up the rank and file caucus at Chef Francisco Foods in Eugene, Oregon had been in the forefront of a movement to build a union in their shop. But the officials of Local 670, a statewide local which covers food processing workers in Oregon, are opposed to the movement and have been trying to weaken it by weakening the shop steward.

In the latest attack, the Chef Francisco BA put into effect a new policy barring shop stewards from participation in arbitration cases. Lorene Sheer, C.F. steward, told CD, "Our local officials are once again trying to undermine the steward, but members are strongly opposed to the new policy and are demanding that it be overturned."

The attack started last January when officials of Local 670 attempted to abolish C.F. stewards outright. The rank and file caucus immediately passed petitions in support of the stewards and passed a motion in favor of shop stewards at a union meeting. The officials backed off and reinstituted stewards.

In a recent case Sheer was representing a member with an unequal treatment grievance. The BA didn't make plans on the grievance with Sheer until right before the arbitration hearing. C.F. stewards had always worked closely with the BA in all arbitrations and grievances.

After constant pressure, the BA finally agreed to meet, but Sheer was barred from the meeting between the BA and the grievant and was effectively excluded from the preparation of the arbitration.

However, the BA didn't have the time or the knowledge of the circumstances to prepare a good case, so some of the stewards took the responsibility to prepare the case and to coach the grievant the day before the hearing. They did this independently of the BA. In this way the C.F. stewards were informed of the new arbitration policy. Within one day, the Chef Francisco workers signed a petition to Local 670 Secretary-Treasurer L.B. Day voicing their desire to continue stewards' involvement in arbitration.

February 11, 75 people from C.F. packed the union meeting and passed a motion calling for continued stewards' involvement in arbitration. At first the BA wouldn't allow the motion to be taken, but after a heated discussion, he agreed to take a hand vote. It was unanimously passed in favor and the BA told the members he would advise the local executive board of the motion and the vote.

The officials' campaign to weaken the stewards has backfired on them. Now more members than ever are participating in the union and the caucus, and they see what it takes to protect their rights inside the union.

Dayton Super Valu Workers Fight Subcontracting Spree

Almost 300 grievances have been filed since March at the Super Valu warehouse in Dayton, and the end is not in sight. Rather than pay attention to these grievances, the company has gone on a subcontracting spree, breaking the contract left and right in the process.

It all started with little things. For example, there used to be two men sorting returned pallets. Now this sorting is done out of the warehouse. The company claimed the men doing the returned goods weren't doing it right, so the work would be sent out. They claimed that the returns were mis-picks, and if they weren't handled right in the first place they weren't going to be handled by the men again.

The men dispute this, saying that because the company's credit policy is next to nonexistent, the stores switch labels and send the goods back for credit. "They'd rather put the blame

on their own employees than make their customers mad," one Super Valu worker told us.

But the subcontracting didn't stop with the returns. Recently, the company started having all cigarettes presorted and ready to go before they reach the warehouse. The company also says it plans to simply let customers drop trailers at the warehouse! Perhaps the future at Dayton Super Valu will be an automatic drive-thru—doing away with the need for all those "costly" employees!

The Super Valu warehouse workers aren't taking the situation lying down. They intend to keep filing grievances and expect current ones to go to arbitration in the next couple of months. Hopefully their determination in seeing these grievances through will put a stop to Super Valu's blatant breaking of the contract.

TDU Chapters on the Move

Bridgeport TDU Moving Ahead

Bridgeport, Connecticut Teamsters recently held a very successful meeting. Local 145 members from Dresser Industries turned out, as well as UPS Local 191, and UPS people from Local 671 in Hartford, Conn. and Local 804 in Maspeth, New York.

Local 145 members have kicked off a campaign to change their local bylaws to get elected stewards. A petition was handed in at the February general meeting for the change. Dresser employees in particular feel strongly about the change as their present appointed stewards give them no representation and often seem to represent the company more than the union members.

A TDU Steering Committee was organized and they plan to meet to discuss publishing a newsletter and publicising the campaign for elected stewards.

First Worcester TDU Meeting

Central Massachusetts Teamsters also recently held their first TDU meeting. There has always been a group of dedicated members in the area, but it seems to have taken the Relief Rider to spur on interest in

TDU. The meeting was very successful, with members from Red Star, UPS, Branch, Holmes and Anchor Freight in attendance. Many of the members expressed concern over the state of the International Union, and discussed the need for greater unity and coordination between all Teamsters, especially those in the New England area.

They have formed a steering committee, and plan to meet in the future to discuss ways to build TDU in the Worcester, Mass. area.

At the most recent Local 170 general meeting, a discussion of TDU ensued when a business agent brought up the subject. TDU member Dick Law went to the mike to explain TDU and says that "since then the phone hasn't stopped ringing" and that he has gotten many requests for more information about TDU.

Providence Area TDU

Providence area Teamsters recently held their first TDU meeting. The meeting was well attended, with representatives from Providence Local 251, Fall River Local 526 and New Bedford Local 59. A steering committee was set up, and members there plan to build towards a TDU Chapter. Local 251 members are coming out of an election and are following closely the protests filed with the Department

of Labor and the Joint Council.

An official reportedly read a long article from *Convoy Dispatch* on the situation at Mason Dixon at the last general meeting. At least they know where to go for good information.

Also at that union meeting, members vigorously voted down a motion that would have given outgoing Business Agent J. Rebello his Cadillac as a going away present. As TDU member Artie Snow pointed out, "If I get fired the company doesn't give me my tractor. Officials shouldn't be treated any differently." A good rank and file victory.

Springfield, Mass Bylaws Campaign

The Springfield Chapter has been active in their own local and in the New England area. Members recently introduced two bylaws changes at the local union meeting. One of the changes would provide that a *strike fund* be set up by the local. The fund would be available to all members and funded through a \$1.00 increase in the dues of each member. Another bylaw amendment would delete a section of the bylaws that allows local officials to also hold the job of business agent. Both amendments will be voted on at the April union meeting.

Four members from the Springfield Chapter also took the time recently to travel to other area TDU meetings.



Jimmy "Smokey" Wilcom of Local 804 adds some union spirit in a meeting of Long Island TDU, held on November 19 at the Amityville, NY VFW Post, with a few songs about working people and an original one on unity and TDU.

Statewide VA. TDU Meeting

On January 21 the Richmond Chapter hosted the first ever Virginia Statewide meeting. Teamsters from Roanoke, Norfolk, Richmond, the Blue Ridge Mountain areas, D.C. and Baltimore attended.

Experiences were shared and work on common problems was planned.

A standing ovation was given to TDU General Counsel Joe Keffer, who is leaving the staff. A show of hands showed that he had helped over 20 of the people in the room.

Congressmen, Others Express Outrage Remarks by Presser Insult Hispanics

On Monday, January 30, a demonstration was held in New York City to protest Jackie Presser's latest insult to the Teamster membership. The week before, Presser had told a U.P.I. reporter that "illegal aliens," Cubans, Haitians, Puerto Ricans and Mexicans have come to take jobs away from the American workforce. He continued to

say that an explosive situation could arise by their mere unwanted presence here.

In these remarks, Presser has not only ignored the fact that Puerto Ricans have been born American citizens since 1917, but has also chosen to disregard studies that show undocumented workers have the least

desirable, dangerous jobs and have not been taking positions away from U.S. workers. His statement can only be considered a show of bigotry.

The rally, held in front of Joint Council 16 and attended by over 120 people, was the most visible sign of solidarity against Presser's recent remarks. In addition, officials of the large Local 237 in New York City disassociated the local from his comments. Legislators, Congressmen, community leaders and the mayor of New York City have expressed outrage. Finally, the New York City TDU Chapter drafted a letter to Presser accusing him of weakening the union

by alienating a significant percentage of the membership, and they have called for an apology. This is the least that Presser should do.

Presser is not echoing the feelings of the members, since a large number of Teamsters are Hispanics working around N.Y.C. and in the canneries on the west coast. He has chosen to pit brother against brother rather than to help us unite against big business interests which hurt workers the most. We don't know what his solution to this blunder will be, but our solution will remain the same as always—"Dump Presser."

Presser "Insulta A Los Hispanos"

Sección en Español

(translated version of the above story)

El Lunes 30 de Enero tuvo lugar una demostración en la ciudad de Nueva York para protestar los últimos insultos del Sr. Jackie Presser a los miembros del Teamster. Una semana anterior el Sr. Presser le comentó a un reportero del UPI que los "extrangeros ilegales" tanto Cubanos, Haitianos, Portoriquenós y Mexicanos, han venido a quitarles el trabajo a los trabajadores Americanos. El continuó diciendo que una situación explosiva podría levantarse nada más con la pura presencia de ellos aquí porque son rechazados.

En estos comentarios el Sr. Presser, solamente no ha ignorado la verdad, de que los Portoriquenós han nacido

cuidados Americanos desde el año de 1917, pero también está de acuerdo a no hacer caso a los estudios que prueban que los trabajos de los indocumentados son menos deseables y a la vez peligrosos por lo cual no han quitado posiciones a los trabajadores Americanos. Su comentario nomás se puede considerar como una demostración de fanatismo.

La junta fue protestada en frente del Joint Council 16 y fue atendida por más de 120 personas. Fue el signo más visible de solidaridad contra los comentarios del Sr. Presser. Además oficiales del Local 237, en la ciudad de Nueva York, desasociaron el Local de los comentarios del Sr. Presser. Legisladores, Congresistas, líderes de la comunidad y el mayor de la ciudad han expresado un ultraje.

Finalmente el Capitulo del TDU de la ciudad de Nueva York, escribieron una carta al Sr. Presser acusandolo de estar debilitando a la union con apartar una mayoría de los miembros. Le han exigido una disculpa. Esto es lo menos que el Sr. Presser debe de hacer.

El Sr. Presser no está expresando los sentimientos de los miembros, como una mayor cantidad de los Teamster son hispanos trabajando alrededor de la ciudad de Nueva York y en las embotelladoras situadas en la costa oeste. El ha elegido que trabajadores esten contra trabajadores en vez de ayudarnos a unirnos contra los intereses de las grandes comercios que han afectado mas a los trabajadores.

No sabemos cual sera su solución ha este disparate, pero nuestra solución se queda como siempre—"Hecharle a Presser."

EN LA ERA DEL HISPANO

el diario / la prensa

EL LIDER DE LOS TRONQUISTAS

INSULTA A LOS HISPANOS

"TEAMSTER LEADER INSULTS HISPANICS" reads the January 24 headline of "El Diario," New York City's Spanish language daily newspaper, part of the Gannett Newspapers which also owns "USA Today." Presser's anti-Hispanic comments sparked a wave of condemnation from legislators, the Mayor of New York, and community leaders.

Judge Orders Removal of Local 560 Executive Board

"Evil men... infiltrated and ultimately captured Teamster Local 560," federal judge Harold A. Ackerman stated in his decision of February 8th ordering the removal of the Executive Board of the infamous Union City, New Jersey Teamster local.

The local has been controlled by the Provenzano family for the past 26 years. Anthony (Tony Pro) Provenzano was formerly head of the local, (and also an International VP), but he is now serving a life sentence for murder and labor racketeering. His brother Nunzio was president until last year when he went to jail for taking employer payoffs. Another brother, Salvatore (Sammy Pro) is currently the Local 560 President, as well as head of New Jersey Joint Council 73, Secretary-Treasurer of the Eastern Conference, and an International VP.

Salvatore was convicted last month of fraud involving a union dental plan. He is presently appealing the conviction. The Secretary-Treasurer of the local is Josephine (Josie Pro) Provenzano, Tony's daughter. She was

appointed in 1978 when Tony went to jail. Other relations fill out the office staff.

A "Disciplined Conspiracy"

Judge Ackerman concluded that the Provenzano Group was a "carefully structured, disciplined conspiracy," and that "Sam and Nunzio played musical chairs in minding the store for Tony to satisfy the technical requirements of the law."

Local 560's leaders have indicated that they will appeal, and the judge granted a stay during the appeal process. The appeal could take up to three years if it goes to the Supreme Court. The case is precedent-setting in that it is the first case in which the government has sought to put a union into trusteeship under the 1970 Federal Racketeering Act (RICO). Ackerman's decision calls for a period of up to 18 months, leading to "free, supervised elections."

Frank Greco, of New Jersey TDU and a member of Local 478, hailed the

Save The Date! West Coast TDU Conference June 2&3, 1984 University of California, Berkeley

For more information contact:
West Coast TDU Office, Box 8548, San Jose, Cal.
408-971-1035

decision, hoping it would begin to remove the climate of fear that covers Teamsters in the area, and also pointed out that in the many Provenzano trials, the union members end up paying the legal bills for their exploits.

The president of the New Jersey state AFL-CIO told the press that the federal government was within its rights to take action against the local union, but added that he didn't see how a court-appointed trustee could run the affairs of the union in the period before an election.

Ken Paff, TDU national organizer, told the press that the problem with court intervention can be blamed squarely on the International leader-

ship of the IBT, which will never take any action against corruption. He said, "Provenzano was a key backer of Presser in his bid to get the appointment as Teamster president. They are in the same crowd."

"In June 1978 when Tony Pro went to the pen he appointed his daughter to take over the local. The very next day then-Teamsters President Frank Fitzsimmons told a press conference that he approved of the action." Paff went on to say that, "There are definite problems with court-ordered intervention in any union, but the problem is that the members are not getting enough protection in their steps to clean up the union."

Two Tier Contracts Pose Dangers

continued from page 1

permitting such pickets where wages do not meet "area standards." Since drivers for the Ryder-owned M&G Convoy load out of the same yard, the first impact of the picket was powerful.

But Ryder knows that if they win the substandard wages on these five jobs, lower wages on hundreds of jobs will follow in the years ahead. So they shifted the rail loading to Chicago and paid drivers from Ryder-owned companies to truck the cars from Detroit to the Chicago railhead.

Eventually, Ryder used the fiction that all its carhaul operations are separate companies to gain an injunction. Local 299's action was a good start. But just one local will have a tough time against a huge conglomerate. The carhaul contract gives ample opportunity for effective union action against Ryder's highly integrated carhaul operation. The question is whether the International Union can be pressured to take such action.

If two tier wages get a foot hold, they will spread. The *Wall Street Journal* article noted, "When one company in an industry signs a two tier agreement, other feel pressured to follow."

Teamsters in southern California's institutional food supply industry faced such a threat last summer. To prevent a small aggressive company from getting two tier wages, the Local 595 membership and Executive Board unanimously passed a motion that the local would accept no such contracts. This stand was backed up by a pledge of financial and picket line support for any members facing such a management demand. This kind of union wide policy before a contract is vital. In the end some contracts were signed allowing lower pay for new hires, but they included a catch-up provision.

A union official in the Western

Conference recently wrote to *Convoy-Dispatch* that "many contracts we now sign contain clauses giving new hires substandard wages." He says the current members' anger is softened because their wages are not cut. "This situation is popular with some officers and BAs because the people who vote for us are happy. The 'seasonal,' the 'part-time' and the new hires are not voting members in many cases. When the new hires become voting members we worry about it then."

Two Tier Wages Weaken the Union

Although management loves two tier wages, and some officials, like Presser, think this is a clever move politically, two tier wages will weaken the union's strength and bargaining power for years to come. Management is very frank about the implications. *Fleet Owner* magazine (December, 1983) said, "The employer, pleading economic distress, may insist at the next round of bargaining that the better paid employee take a pay cut. There are also inevitable tensions on the shop floor between the two classes of workers."

As the article in *Fleet Owner* points out, a major concern is that as the

proportion of "bottom tier" employees grows they could tip the scales in a contract that gives pay cuts to the "top tier." A small wage increase would look good to them, even if it meant that others took a cut.

Unity on the shop floor and in bargaining will be harder to achieve when workers work side by side making drastically different wages.

Management's incentive to reduce top tier workers altogether by shifting work will be tremendous. This is the case in New York City where United Parcel Service management is offering top tier fulltime, inside workers \$42,000 to quit, so that the work can be shifted to lower paid part-time workers. Moreover, now that UPS has the new hire provision, it is a foot in the door to expanding it to new operations.

The danger signals are clear, and the trouble leads all the way back to Jackie Presser and the International leadership. Teamsters who are 40 now have 20 years until retirement. There is no doubt that Presser will seek another five year term as president at the IBT Convention in 1986. Can we afford another five years of this kind of leadership?

COLA Update

The cost of living raise due in the national and regional Teamster contracts, including NMFA, UPS and carhaul, will be approximately the same this year as last year, when it paid 33c.

The exact figure will be known around February 24 and published in the next issue of *CD*. 30c has been accrued during the first 11 months of the COLA year (January 1983 to January 1984).

The big question is what the union and management will do about diverting this year's COLA money into the health and welfare funds. Last year *all* COLA money was diverted to the funds for the first 40 hours of work. All overtime COLA was kept by the employers, with the union's blessing.

Litigation is pending in a few areas over this rip-off, and also over other similar issues such as benefit cuts in the Ohio Welfare Fund. Stay tuned for more news about this year's COLA, and about what can be done to restore the COLA clause in our contracts.

